

reaching out to neighbors

INDOT employees are not just good at their jobs—they're good at making Indiana a better place to live. The 4,800 employees are very active in volunteering and helping others throughout the year.

In 2003, INDOT surpassed all other state agencies, donating more than \$83,000 to charity during the State Employees Community Campaign. For four weeks in the fall, employees held a variety of fundraisers for charities across the state. For the past three years, INDOT has contributed more than \$240,000 during this campaign.

INDOT employees joined together again in November 2003 to donate thousands of non-perishable items for the Hoosiers helping Hoosiers food drive. All goods were donated to the Hoosier Veterans Assistance Foundation.

INDOT employees are also active in job shadowing, volunteering at the Indiana Black Expo and Indiana State Fair and serving in the military.

called to action

INDOT is proud to have several full time employees who are serving in the Armed Forces. These employees proudly represent Indiana and INDOT. Those employees are:

Leonard Alvey, Vincennes District

Maintenance worker
Army National Guard, 152nd Infantry
Called to action Feb. 10, 2003.

William Delashmutt, Tell City Subdistrict

Highway maintenance worker
Army National Guard, 152nd Infantry
Called to action from Jan. 2, 2003 to March 16, 2004.

Lee Greenamy, Toll Road District

Highway maintenance worker
Army National Guard, Specialist 293rd Infantry
Called to action from Nov. 11, 2002 to Nov. 21, 2003.

Lawrence Harris, Toll Road District

Audit clerk
Army National Guard, Corporal
Called to action from Nov. 25, 2002 to Nov. 24, 2003.

David Jenkins, Vincennes District

Operations program coordinator
Army National Guard, Master Sergeant
Called to action from April 24, 2003 to Sept. 12, 2003.

Christopher Mitchell, Seymour District

Engineer assistant in construction
U.S. Marines, Lance Corporal
Called to action Jan. 5, 2004.

Jerry Rains, Vincennes District

Engineer assistant in construction
Army National Guard, E-8 152nd Infantry
Called to action from Jan. 2, 2003 to April 20, 2004.

Brian E. Schnurpel, Materials and Tests

Engineer assistant
Army Reserve, Air Traffic Controller
Called to action Feb. 20, 2003.

Mark A Stockdale, Tipton Subdistrict

Highway maintenance worker
Army E-4
Called to action from Feb. 19, 2003 to Aug. 24, 2004.

Philip Studler, Vincennes District

Traffic signal technician
Air National Guard, 181st Fighter Wing
Called to action from March 1, 2003 to Dec. 2, 2003 and again on March 22, 2004.

Andre D. Thomas, Indianapolis Subdistrict

Highway maintenance worker
U.S. Army, Specialist 4
Called to action from Dec. 4, 2003 to Dec. 4, 2004.

Richard Williams, Accounting and Control

Purchasing administrator
National Guard, Major
Called to action Jan. 18, 2004.

Mark Alan Wolfe, Seymour District

Bridge inspector
Army, Staff Sergeant
Called to action Dec. 2, 2003.



INDOT's new division

In July 2003, the new Division of Economic Opportunity, Compliance and Performance Management was formed.

The division combines the existing Civil Rights Division with an added focus on service, efficiency, capacity and compliance. In addition, the division oversees the coordination and marketing of economic development potential associated with transportation, and the department-wide implementation of strategic planning and performance management procedures. The new division falls under the jurisdiction of the Chief Legal Counsel.

district leadership



Elmo Gonzalez,
Crawfordsville District
(765) 362-3700

Elmo Gonzalez leads the Crawfordsville District, located in west central Indiana. The district has 560 employees, five subdistricts and maintains approximately 5,020 lane miles.

Gonzalez joined INDOT in 1997. He previously served as mayor of LaPorte for nine years.



Dale Sturtz,
Fort Wayne District
(260) 484-9541

Former five-term state representative and LaGrange County Sheriff Dale Sturtz began his duties as Fort Wayne District Director in June 2003. As district director, Sturtz leads more than 600 employees in six subdistricts and oversees more than 5,000 lane miles of state highways.

Following high school, he was employed as a construction worker and participated in the building of the Indiana Toll Road.



Bob Williams,
Greenfield District
(317) 462-7751

Bob Williams was named Greenfield District Director in June 2003. Prior to that, he served as manager of the Procurement and Distribution Center and the Greenfield Subdistrict. He was mayor of Shelbyville from 1992 to 1995.

Williams is responsible for more than 630 employees and the maintenance of 4,900 lane miles, five subdistricts and the Indianapolis Traffic Management Center.



Bill Proud, LaPorte District
(219) 362-6125

Bill Proud joined INDOT in 1993 as a subdistrict manager, and was named LaPorte District Director in 1995. He holds a degree in government and public administration from Indiana University.

Proud oversees the supervision of 650 people, 5,300 lane miles, six subdistricts and the ITS Freeway Management Center for the Borman Expressway.



Joe Hall, Seymour District
(812) 522-5649

Joe Hall serves as director over INDOT's largest district, Seymour. The district encompasses 18 full counties and part of seven others.

Prior to being named director in 1994, he served for six months as the Madison Subdistrict Manager.

The Seymour District has about 625 employees, five subdistricts and approximately 5,000 lane miles.



Michael Puro,
Toll Road District
(574) 674-8836

After serving as mayor of Goshen, Mike Puro joined the Toll Road as director in 1997. Puro's bachelor's degree in industrial management is from Purdue University and his master's degree in business is from Indiana University.

The Toll Road District, which has four maintenance units, has 580 full time employees and maintains 635 lane miles.



Jerry Russell,
Vincennes District
(812) 882-8330

Jerry Russell became the Vincennes District Director in 1997, after working for the Indiana Professional Licensing Agency. Prior to that, he served as mayor of Bicknell.

The Vincennes District, includes more than 4,500 lane miles and five subdistricts, and employs about 560 people.



leadership



**J. Bryan Nicol,
Commissioner**
(317) 232-5525

J. Bryan Nicol has served as commissioner since September 2001, and has been with the department for more than 12 years in highway operations and land acquisition.

As commissioner, Nicol leads an executive staff of 11 and is involved in every aspect of transportation. He is currently also serving as Vice President of the American Association of State Highway and Transportation Officials.

He received his undergraduate degree in political science from the University of Evansville and a Juris Doctorate from the Indiana University School of Law in Indianapolis. He was admitted into the Indiana Bar in 1993.



**Tim Jeffers, Chief of Staff and
Deputy Commissioner of
Highway Operations**

(317) 234-2780

Tim Jeffers has been with INDOT since February 2003. He is responsible for the management of INDOT's seven districts, including 4,800 employees, and all equipment and resources dedicated to roadway maintenance repair.

In addition to his experience at INDOT, Jeffers served on the staff of former Governor Evan Bayh and as Chief of Staff for former Indiana Speaker of the House John R. Gregg.



**Anne Mullin O'Connor,
Deputy Commissioner and
Chief Legal Counsel**

(317) 232-5012

Anne Mullin O'Connor was named Chief Legal Counsel in July 2003.

O'Connor received her law degree from the Indiana University School of Law at Indianapolis. Her undergraduate degree is from Miami University of Ohio in public administration.

As Chief Legal Counsel, O'Connor directs INDOT's Legal, Internal Affairs and Economic Opportunity, Compliance and Performance Management divisions.



**Richard Smutzer,
Chief Engineer**

(317) 232-5522

Richard Smutzer has been INDOT's Chief Engineer since March 2001. He oversees the divisions of Design, Land Acquisition, Contracts and Construction, Materials and Tests and Research. He has been with the department since 1974.

Smutzer is a registered professional engineer with a bachelor's degree in civil engineering and a master's degree in geotechnical engineering from Purdue University.



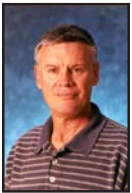
**Richard Whitney,
Chief Financial Officer**

(317) 232-1472

Richard Whitney was appointed Chief Financial Officer in October 1999. He has been with the department for 25 years, serving in several capacities.

He earned his bachelor's degree in accounting from the University of Tampa. Prior to starting at INDOT, he served 10 years in the U.S. Army, doing tours of duty in Vietnam and Germany.





Phelps Klika, Deputy Chief Engineer

(317) 234-2940

Phelps Klika joined the executive staff as Deputy Chief Engineer in 2003. Prior to that, he served as Chief of INDOT's Design Division.

Klika is a professional engineer with a bachelor's degree in civil engineering from Purdue University. Immediately following high school, he served in the U.S. Air Force from 1963 to 1967. He joined INDOT in 1971.



Vaneeta Kumar, Deputy Commissioner of Planning and Intermodal Transportation

(317) 232-5535

Vaneeta Kumar joined INDOT as Deputy Commissioner of Planning and Intermodal Transportation in November 2001.

Kumar earned her undergraduate degree at Indiana University/Purdue University at Indianapolis and her law degree at the Indiana University School of Law. She was admitted into the Indiana Bar in 1993.

Kumar oversees the divisions of Program Development; Environment, Planning and Engineering and Multimodal.



Ron Thomas, Assistant Deputy Commissioner

(317) 232-5518

In July 2003, Ron Thomas changed roles from Director of Special Projects to Assistant Deputy Commissioner over the newly-created Division of Economic Opportunity, Compliance and Performance Management.

Thomas holds a bachelor's degree from Indiana University and is a published author.



Laurie Maudlin, Assistant Deputy Commissioner for Federal Affairs

(317) 232-5475

Laurie Maudlin was named Assistant Deputy Commissioner for Federal Affairs in February 2001. She serves as the liaison for congressional and federal interests for INDOT.

Maudlin holds a bachelor's degree in political science from Hanover College and a master's degree in public administration from the University of Kentucky.

Prior to joining INDOT, Maudlin worked in the Department of Environmental Management and the Department of Commerce.



Tony Felts, Director of Communications

(317) 233-4675

Tony Felts joined INDOT in March 2004 as Director of Communications. The office answers questions from the media and maintains correspondence with residents from across Indiana.

Felts holds a degree in communications from the University of Dayton. Prior to joining INDOT, he spent 11 years as a reporter, including seven years with WIBC-AM in Indianapolis.



Brenda Recobs, Director of Human Resources

(317) 232-5181

Brenda Recobs was appointed Director of Human Resources in January 2004. She joined INDOT in 1978, and most recently served as the agency's Payroll and Benefits Manager.

Recobs earned her bachelor's degree in elementary and special education from the University of Evansville.

She directs the Human Resources Division, which includes the sections of Employment and Compensation, Payroll and Benefits, Labor Relations, Affirmative Action/EEO and Training.